



DAU Executive Coaching

- ***Improve acquisition outcomes & the leadership capacity of the Defense Acquisition Workforce***
- ***Establish a culture in the AT&L enterprise that values & practices performance coaching & mentoring***

Learn. Perform. Succeed.



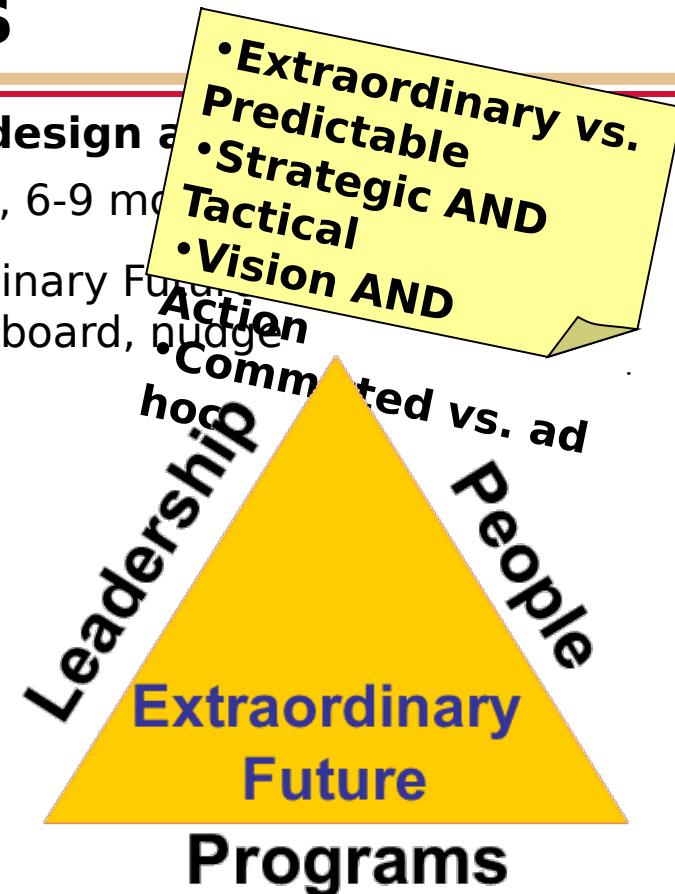
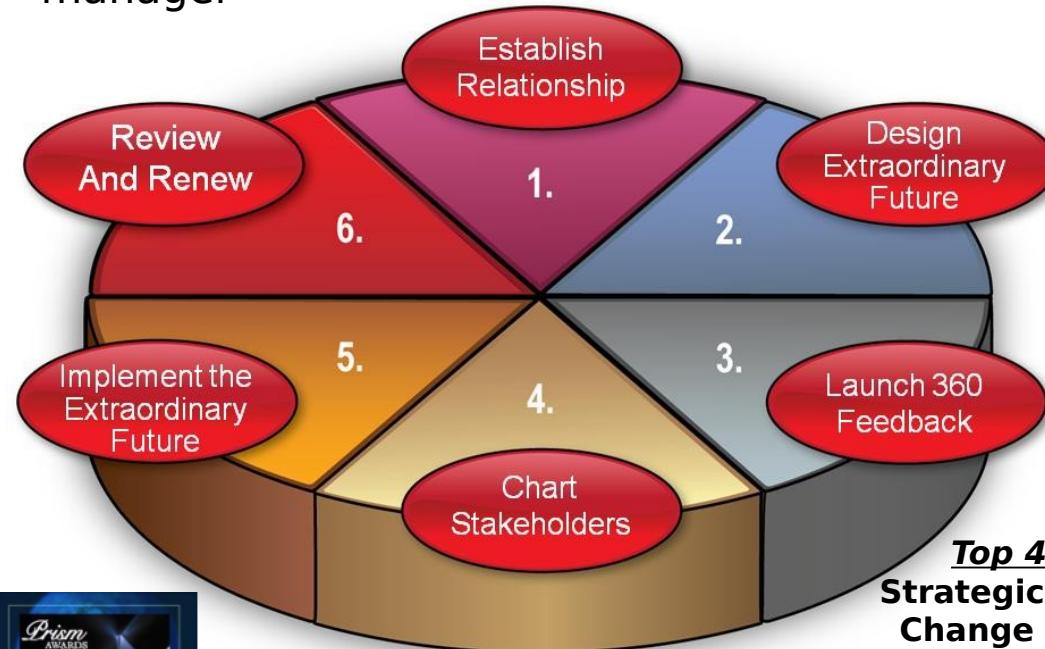
The Coaching Process and Focus

Extraordinary coaching relationships happen by design and focus

- Monthly face-to-face meetings, bi-weekly phone calls, 6-9 months

The Leader's 100%: Design & Implement an Extraordinary Future

The Coach's 100%: Thinking/Being Partner, sounding board, nudge manager



Top 4 improvements:
 Strategic communication
 Change implementation
 Stakeholder relationships
 Leadership/people interactions

Top 4 business results:
 Increased self/group capability
 Increased customer satisfaction
 Increased resources
 Reduced cycle time

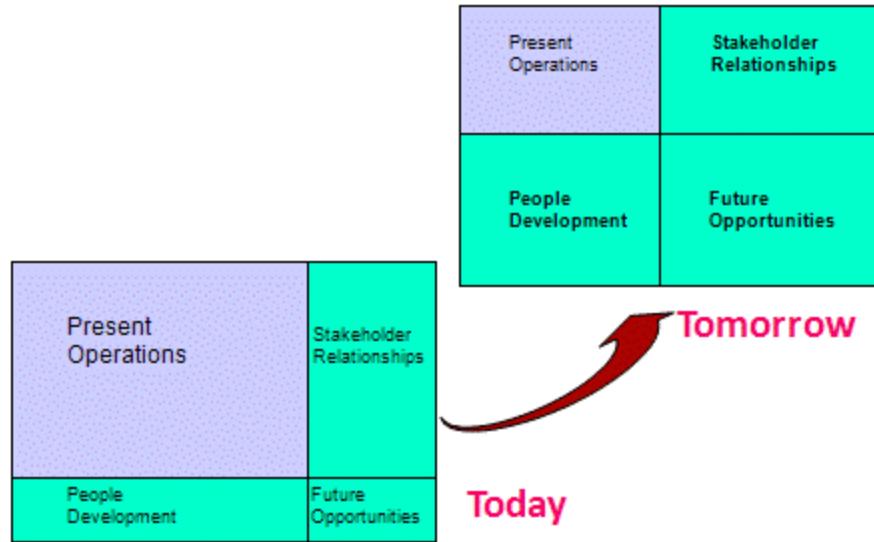
Extraordinary leaders develop in the process of producing extraordinary results



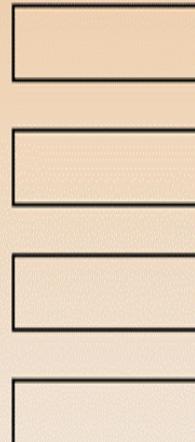
- **Your Leadership**
 - Climate
 - Ethics
- **Future Contribution**
 - Development
 - Advancement
 - Your Team
 - & YOU



Executive Coaching focuses on your three biggest challenges as a leader



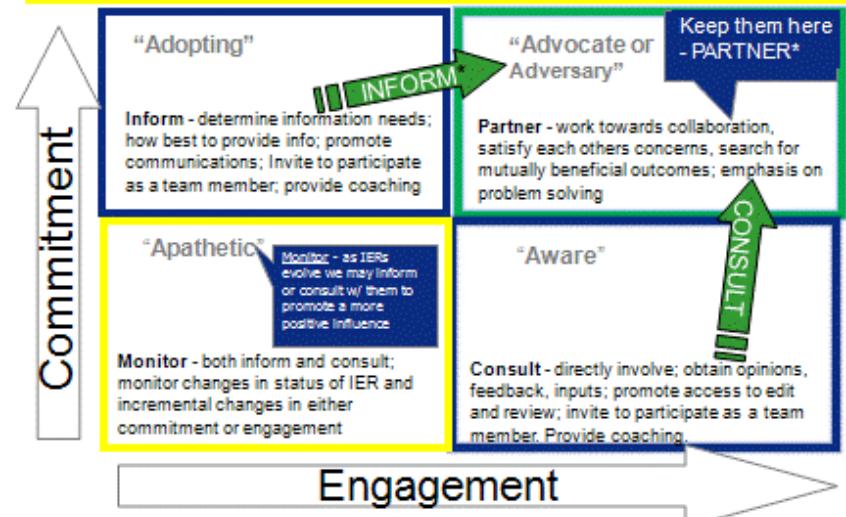
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Extraordinary Future	Breakthroughs	Strategies	Catalytic Actions
			

Stakeholder Strategy

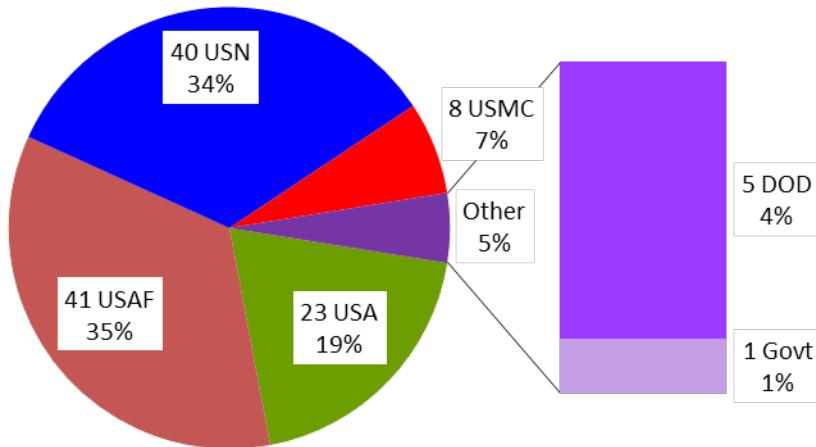
(Sample)

Take **ACTIONS*** to move your stakeholders towards becoming "Advocates" or keep them in place as appropriate

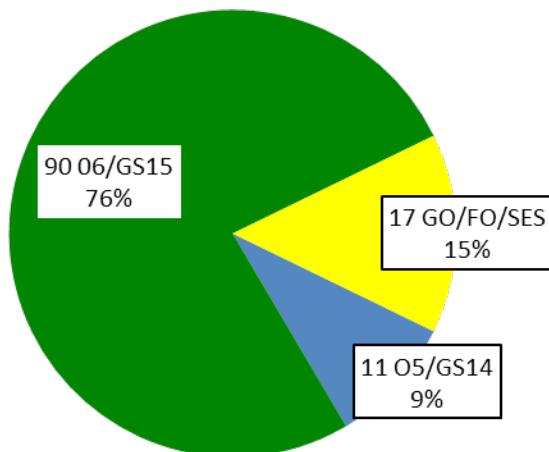


Coaching Demographics and Metrics

Coaching Clients by Service FY09-13



Coaching Client by Grade/Rank FY09-13



- **Post Coaching Feedback (Scale 7.0)**
6.54

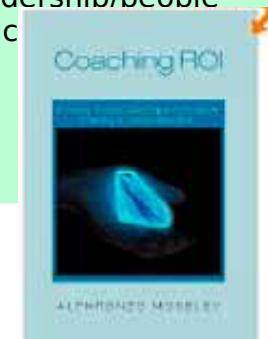
- **Coaching Model and Process**
6.34
- **DAU Coach**
6.84
- **Learning Gained from Coaching**
6.45
- **Reaction and Learning Questions**
6.38

- **I would recommend coaching to colleagues**
6.73

- **DAU executive coaching helped me:**
Dr. Al Moseley, researched and authored a doctoral dissertation and book, *Coaching ROI: Delivering Strategic Value Employing Executive Coaching in Defense Acquisition* (2011), documenting qualitative and quantitative workforce development and performance improvements

Top 4 performance improvements:

- Strategic communication
- Change implementation
- Stakeholder relationships
- Leadership/people interaction



Top 6 business results:

- Increased workgroup productivity
- Increased personal productivity
- Increased customer satisfaction
- Increased resources
- Reduced cycle time
- Increased organizational efficiency

(ROE/ROI)

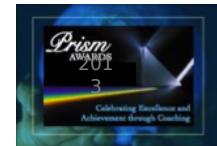
- Non-Financial: 3.3 or 330%
- Financial: 754% or 7-to-1

Summary and Way Ahead

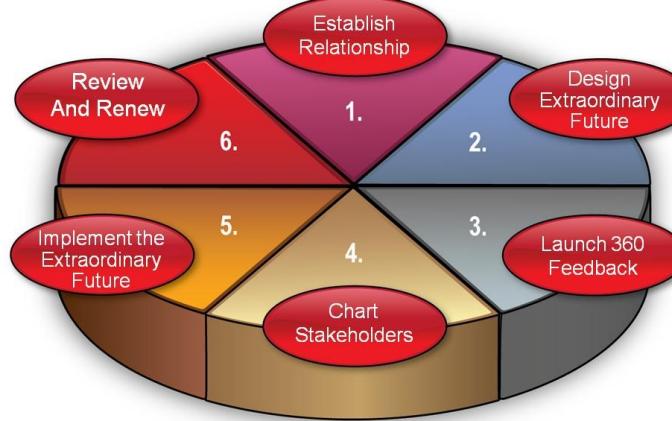
Coaching *offers leaders a powerful assist* to expand their capacities to impact and make a difference with their Leadership, Programs, and People...with the intent of *producing significant results* and *improving acquisition outcomes*.

Way Ahead

1. Review bios of DAU's executive coaches
2. Interview for chemistry and select your coach



- Extraordinary vs. Predictable
- Strategic AND Tactical
- Vision AND Action
- Committed vs. ad hoc



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Coaching can offer some velocity in reaching your highest goals and aspirations.